भारत सरकार
GOVERNMENT OF INDIA

लद्दाख का राजपत्र
The Ladakh Gazette

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लद्दाख, 14 नवंबर, 2025
LADAKH, FRIDAY, NOVEMBER, 14, 2025

Part II - Section 3

केन्द्र-शासित प्रदेश लद्दाख प्रशासन
ADMINISTRATION OF UNION TERRITORY OF LADAKH

F. No.: A – 12 / 11 / 2022 – PWD (R&B) /2622-2632

PUBLIC WORKS (R&B) DEPARTMENT

N O T I F I C A T I O N

Ladakh, the 11th of November, 2025

S.O. 126 ,— In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Government of India, Ministry of Home Affairs, New Delhi Notification No.: S.O. 5088(E) dated 01st November, 2022, with prior consultation of the Union Public Service Commission; and in supersession of the Notification No.: S.O. 73 dated 13.09.2023, published in the Official Gazette dated 19.09.2023; the Lieutenant Governor (Administrator) of Union territory of Ladakh, hereby makes the following rules regulating the method of recruitment to the post of **Assistant Engineer (Civil)** in the Public Works (R&B) Department of the Administration of Union territory of Ladakh, namely:—

1. Short title and commencement: — ***(1)*** These rules may be called the *Ladakh Administration Assistant Engineer (Civil) in Ladakh Public Works (R&B) Department Recruitment Rules, 2025*.

(2) These rules shall come into force on the date of their publication in the Official Gazette.

2. Number of posts, classification and Level in the Pay Matrix: — The number of the said posts, its classification and Level in the Pay Matrix attached thereto shall be as specified in paras (2), (3) & (4) of the *Schedule* annexed hereto.

3. Method of recruitment, age limit, qualifications: — The method of recruitment, age limit, qualifications, and other matters relating to the said posts shall be as specified in paras (5) to (13) of the *Schedule* annexed hereto.

4. Provision for Resident Criteria for appointment by direct recruitment: — The eligibility for appointment will be subject to residency requirements prescribed in any Act, Rule, Regulation or Order in force in the Union territory of Ladakh.

5. Disqualification: — No person,

(a) who has entered into or contracted a marriage with a person having a spouse living;

OR

(b) who having a spouse living has entered into or contracted a marriage with any person(s) shall be eligible for appointment to the said post:

Provided that, the Lieutenant Governor (Administrator), Union territory of Ladakh may, if satisfied that such marriage is permissible under the personal law, applicable to such person(s) and the other party to the marriage or there are other grounds for so doing, exempt any person(s) from the operation of these rules.

6. Power to relax: — Where the Lieutenant Governor (Administrator) of Union territory of Ladakh is of the opinion that, it is necessary or expedient to do so, he may, by order for reasons to be recorded in writing and in consultation with UPSC, relax any of the provisions of these rules with respect to any class or category of person(s).

7. Savings: — Nothing in these rules shall affect reservations, relaxation in age limit, and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, and other special categories in accordance with the Rules, Instructions or Orders issued by the Administration of Union territory of Ladakh.

By order and in the name of the Lieutenant Governor (Administrator), Union territory of Ladakh.

MICHAEL MANNY DSOUZA

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Sd/-
(माइकल एम. डिसूज़ा / Michael M. D'Souza) IAS
प्रशासनिक सचिव / Administrative Secretary,
Public Works (R&B) Department.

Copy to:

1. Secretary, Union Public Service Commission, Dholpur House, New Delhi with reference to the UPSC Advice No. 11091 dated 16.05.2025.
2. All Administrative Secretaries, Administration of UT of Ladakh.
3. Joint Secretary, Jammu, Kashmir & Ladakh Division, Ministry of Home Affairs.
4. Director General of Police, Ladakh.
5. Deputy Commissioner / CEO, LAHDCs, Leh & Kargil.
6. All Directors / HoDs / Chief Engineers, UT of Ladakh and Registrar, University of Ladakh.
7. Director (IT), NIC, Ladakh.
8. OSD to Lt. Governor, UT of Ladakh for information of Hon'ble Lt. Governor, Ladakh.
9. Private Secretary to Hon'ble Chairperson / CECs, LAHDCs, Leh & Kargil for information of Hon'ble CECs.
10. OSD to Chief Secretary, UT of Ladakh for information of Chief Secretary, Ladakh.
11. Circular / e-office file.

JIGMET RAFTAN

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(Jigmet Raftan) JKAS,
प्रशासन के उप सचिव / Deputy Secretary to the Administration.

SCHEDULE

<table>
<tr><td>1.</td><td>Name of Post.</td><td>Assistant Engineer (Civil)</td></tr>
<tr><td>2.</td><td>No. of Posts.</td><td>62 (2025) *subject to variation dependent on workload.
1. Public Works (Roads & Buildings) Department (PWD(R&B)) – 35.
2. Rural Development & Panchayati Raj Department (RD&PR) – 20.
3. Power Development Department (PDD) – 07.

Deputation Reserve @ 35% of 62 posts.
Leave / Training Reserve @ 10% of 62 posts.</td></tr>
<tr><td>3.</td><td>Classification.</td><td>General Central Service, Non Ministerial, Gazetted Group ‘B’.</td></tr>
<tr><td>4.</td><td>Pay Level in the Pay Matrix.</td><td>Level - 8A (Rs. 50700 - 160600).</td></tr>
<tr><td>5.</td><td>Whether Selection Post / Non - Selection Post.</td><td>Selection Post.</td></tr>
<tr><td>6.</td><td>Age Limits for Direct Recruits.</td><td>Not exceeding 35 years (relaxable for government servants up to 05 years in accordance with instructions or orders issued by Central Government).

Crucial description:
The crucial date for determining the age limit shall be as advertised by the U.P.S.C.</td></tr>
<tr><td>7.</td><td>Educational and other Qualification required for direct recruits.</td><td>Essential:
Bachelor of Engineering / Bachelor of Technology in Civil Engineering from a recognized University or Institute.

Note: Qualifications are relaxable at the discretion of the U.P.S.C., for reasons to be recorded in writing, in the case of candidates otherwise well qualified.</td></tr>
<tr><td>8.</td><td>Whether age & educational qualification prescribed for the Direct Recruitment will apply in the case of promotees.</td><td>No</td></tr>
<tr><td>9.</td><td>Period of probation, if any.</td><td>02 (two) years for Direct Recruits.
Note: There shall be mandatory induction training of at least two weeks duration for successful completion of probation as prescribed by the competent authority.</td></tr>
<tr><td>10.</td><td>Method of Recruitment, whether by direct recruitment or by promotion or by deputation / absorption and percentage of the vacancies to be filled by various</td><td><table><tr><th>Method</th><th>Percentage</th></tr><tr><td>Direct Recruitment</td><td>40</td></tr><tr><td>Promotion failing which</td><td>60</td></tr></table></td></tr>
</table>

	methods.	Deputation including Short Term Contract
11.	In case of recruitment by promotion / deputation / absorption; grades from which promotion / deputation / absorption to be made.	*Promotion:* Junior Engineers in Level - 6 in the Pay Matrix, with six years of regular service in the grade. *Note 1:* The eligibility for promotion to the post of Assistant Engineer shall continue to be 03 years for persons holding the feeder post of Junior Engineer on regular basis, on 15.11.2021, possessing B.E. Degree or equivalent qualification. *Note 2:* The eligibility service for promotion to the post of Assistant Engineer shall continue to be 05 years for persons holding the feeder post of Junior Engineer on regular basis on 15.11.2021, possessing Diploma in Engineering or equivalent qualification. *Note 3:* The promotion of persons holding the feeder posts of Junior Engineers under *Note 1* and *Note 2* shall be made in the ratio of 75 percent for persons possessing B.E. Degree or equivalent qualification and 25 percent for persons possessing Diploma in Engineering or equivalent qualification. *Note 4:* The *Note 1*, *Note 2* and *Note 3* shall not be applicable to the persons appointed by Direct Recruitment in the grade of Junior Engineer in the Union Territory of Ladakh after apportionment of manpower between the two Union Territories of Jammu & Kashmir and Ladakh *i.e.* 15.11.2021. *Note 5:* In case all eligible officers from one source are promoted, the remaining vacancies will be shifted to the other source. *Deputation (Including Short Term Contract):* Officers under Central Government / State Governments / Union Territory Administrations / Public Sector Undertakings / Universities / recognized research Institutions / Autonomous Organisations / Statutory Organizations: (a) *(i)* Holding analogous posts on regular basis in the parent cadre/department; or *(ii)* with 2 years of regular service in post in the Level – 7 in the pay matrix or equivalent in the parent cadre / department; and, (b) Possessing the educational qualifications prescribed for

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<td>Direct Recruits under column no. (7).

Standard Note:
Where juniors who have completed their qualifying / eligibility service are being considered for promotion, their senior would also be considered provided they are not short of the requisite qualifying / eligibility service by more than half of such qualifying / eligibility service or 02 years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying / eligibility service.

The eligibility list for promotion shall be prepared with reference to the date of completion by the officers of the prescribed qualifying service in the respective grade / post.

The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization / department of the Central Government shall ordinarily not exceed three years. The maximum age limit for appointment by deputation shall be not exceeding 56 years as on the last date of receipt of applications.

The departmental officers in the feeder category who are
in the direct line of promotion shall not be eligible for consideration for appointment on deputation.
Similarly, the deputationist shall not be eligible for consideration for appointment by promotion.</td>
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<td>12.</td>
<td>If a Departmental Promotion Committee exists, what is its composition.</td>
<td>Departmental Promotion Committee:
<table>
<tr><td>1.</td><td>Administrative Secretary,
PW(R&B) Department.</td><td>Chairman</td></tr>
<tr><td>2.</td><td>Administrative Secretary, GAD</td><td>Member</td></tr>
<tr><td>3.</td><td>Chief Engineer, PW(R&B).</td><td>Member</td></tr>
</table>
Departmental Confirmation Committee:
<table>
<tr><td>1.</td><td>Administrative Secretary,
PW(R&B) Department.</td><td>Chairman</td></tr>
<tr><td>2.</td><td>Administrative Secretary, GAD</td><td>Member</td></tr>
<tr><td>3.</td><td>Chief Engineer, PW(R&B).</td><td>Member</td></tr>
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13.	Circumstances in which UPSC to be consulted in making recruitment.	Consultation with UPSC is necessary for direct recruitment.

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